

MEMORANDUM OF AGREEMENT

This AGREEMENT (hereinafter “the Agreement”) is being entered into by and between the Lowell School Committee (hereinafter, “the School Committee”) and the United Teachers of Lowell (hereinafter, “Union”).

WHEREAS, the Union and the School Committee are parties to the Collective Bargaining Agreement which expires on June 30, 2020 (hereinafter, “the Contract”);

WHEREAS, the School Committee and the Union have negotiated in good faith over terms of continued work for Advisors and Athletic Coaches during the closure of schools by the Superintendent and then by the Governor’s orders. During this closure, Advisors, Head Coaches, and Assistant Coaches will continue work through meaningful remote interaction with students. This work is expected to continue through the closure of schools.

NOW THEREFORE, the School Committee and the Union hereby agree to following modifications of the Contract only for the time period of the COVID-19 school closure and no longer than June 30, 2020:

1. Advisors and Coaches will continue to keep in touch with the students collectively and individually as much as is reasonably possible.
2. Coaches will continue to be a resource and based upon the the needs of the athletes, provide insights into continued training options, home-based workout suggestions via credible online programs or apps, body weight exercises, healthy recipes to try, or substitute opportunities to get outside and stay active.
3. Advisors and coaches will consider creative ways for students to stay involved with their club or sport, such as referring them to books to read or podcasts to listen to to, or perhaps hosting remote recitals, practices, contests, or performances.
4. Coaches and advisors will consider remote ways to have meaningful team or club meetings on occasion and be open to talking to, listening to, and supporting students.
5. Advisors, Head Coaches, and Assistant Coaches will continue to receive their full compensation as negotiated by the parties during the closure.

IN WITNESS WHEREOF, all parties have set their hand and seal to this Agreement as of the dates indicated below.

LOWELL SCHOOL COMMITTEE,

By Joel D. Boyd, Ed.D.
Duly Authorized Representative of the School Committee
Per vote of the Lowell School Committee on _____

UNITED TEACHERS OF LOWELL,

By PAUL GEORGES, President